



School District U-46 Equity Plan



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Equity Committee Members



Isabel Torres	Andrea Erickson	Darlynn Terry	Lisa Jackson	Lisa Holbrook	Angie Ernst
Debbie Doyle	Paul Flatley	Naushina Rahman	Kiesha Williams	Sheila Boes	Olga Bucio
Gloria Helen	Kristine Elliott	Deb Heiser	Roxann Hunsaker	Jocelyn Ashford-Yarborough	Maria Valdovinos
Beverly Britton	Rebecca Walker	Holly Saxton	Georgie Camacho	Cassandra Kammes	Michelle Baldwin
Scott Hadala	Judy Havemann	Karla Jimenez	Laura Smail	Joyce Fountain	Paulette Rogers Gumbus
Zehra Tahir	Beth Kohler	Ann Chan	Bryan Aleman Lagos	Corina Garcia	YeukWah Fong Kassabov

Reflections of Ron Raglin



***“Radically
Inclusive”***

***“Aggressively
include and
value all
students”***

***“No, slow,
flow, go lane”***

Equity Core Beliefs

Curriculum and instructional materials reflective of our diverse student population

A culturally proficient workforce

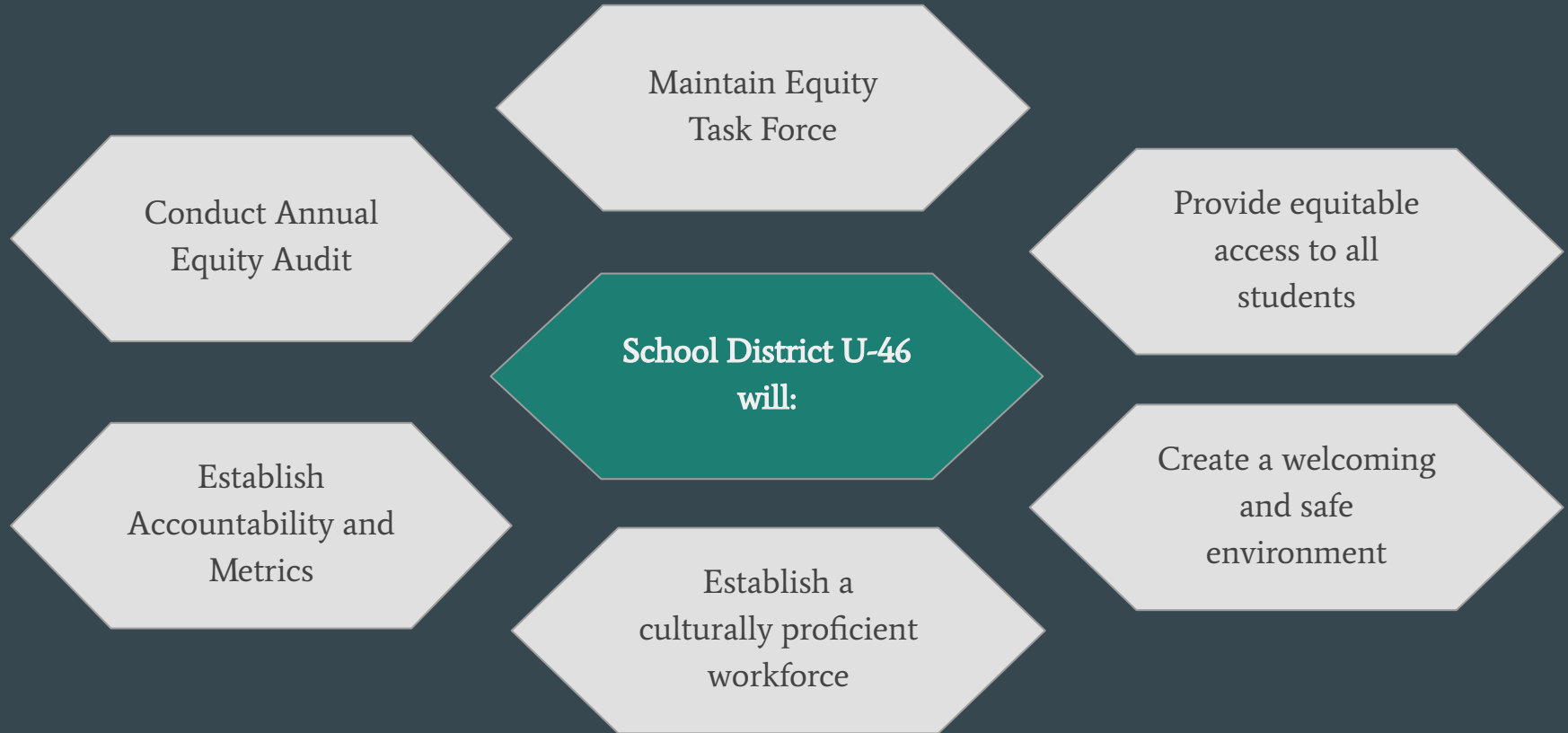
We believe....

Equitable distribution of funds

Easily navigable structures and systems



Equity Vision Statement



Timeline

- Feb 2018 - State of Equity Presentation to the Board of Education
- May 2018 - Equity Call to Committee
- Sept 2018 - Equity Committee kick-off
- Oct 2018 - Researching the work
- Jan 2019 - Crafting the plan
- Nov 2019 - Equity Plan Presentation to the Board of Education

Equity Plan Pillars



Student Achievement

Close opportunity gaps for all subgroups to ensure they have equitable access to all academic systems and programs

Effective and Engaged Staff

Value, develop, recruit and retain a forward-thinking, highly qualified, and diverse workforce

Community Engagement

Ensure welcoming, safe, inclusive and equitable school environments for all

Excellence, Efficiency, Accountability

Communicate allocation of funds to ensure equitable access for all students throughout all structures and systems in

Student Achievement

Primary Goal - Close the opportunity gap

- Ensure curriculum and instructional materials are reflective of our diverse student population
- Increase the enrollment in identified academic programs by students from targeted subgroups
- Create a comprehensive professional development plan for U-46 employees
- Institute an equitable academic support structure for all students

Effective and Engaged Staff

Primary Goal - Recruit, develop, and retain a diverse workforce

- Develop long-term recruitment plan
- Promote existing mentoring program for new teachers
- Implement an equity professional development plan
- Engage collective bargaining units

Community Engagement

Primary Goal - Ensure a welcoming and safe environment

- Assess current school and district climate data
- Develop procedures and protocols for welcoming all stakeholders
- Identify culturally proficient practices to be implemented in U-46
- Increase awareness of culturally diverse events and resources

Excellence, Efficiency, and Accountability

Primary Goal - Provide Equitable Funding

- Create a weighted district eligibility matrix to identify the need for additional supports
- Establish an equitable educational fee structure
- Seek to eliminate financial barriers

Next Steps

- Continuous Improvement Plan
- Communication
- Professional Development
- Future BOE Updates

Checkmate!!! Any questions?

